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FROM: Leslie A. Van Leeuwen  
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Docket No. AUS920010236US1

Serial No. **09/895,886**

Atty: **MSW / JVL**

Applicant: Calderaro, et al.

<input checked="" type="checkbox"/> Transmittal Letter (2 copies)	<input checked="" type="checkbox"/> Certificate of Facsimile (incl. w/Amendment)
<input checked="" type="checkbox"/> Amendment ( <u>15</u> pages)	<input type="checkbox"/> Notice of Appeal
<input type="checkbox"/> Amendment AF	<input type="checkbox"/> Appeal Brief (3 copies)
<input type="checkbox"/> Ext. of Time	<input type="checkbox"/> Reply Brief
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Deposit Acct. No. 09-0447

Fees: Amendment \_\_\_\_\_ Notice of Appeal \_\_\_\_\_ Appeal Brief \_\_\_\_\_ Other \_\_\_\_\_  
File: 1030

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IBM DOCKET NO. AUS920010236US1

DATE: January 30, 2006

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**Application Serial No.: 09/895,886****JAN 30 2006**

Sir:

Assignee Name: International Business Machines Corporation  
Assignee Residence: Armonk, New York

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

Enclosed are:

 Amendment and Response to Office Action.

Any additional filing fees have been calculated as shown below:

For	Number Filed	Number Added	Number Extra	Rate	Additional Fee
Total Claims	20	0	0	x \$50	\$ 0.00
Indep. Claims	3	0	0	x \$200	\$ 0.00
					Total: \$ 0.00

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Respectfully submitted,

By Leslie A. Van Leeuwen

Leslie A. Van Leeuwen, Reg. No. 42,196

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Attorneys for Applicant

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**Assignee Residence: Armonk, New York**

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					Total: \$ 0.00

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X Any additional filing fees required under 37 CFR Sect. 1.16.

X Any patent application processing fees under 37 CFR Sect. 1.17.

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Respectfully submitted,

By   
 Leslie A. Van Leeuwen, Reg. No. 42,196  
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JAN 30 2006

PATENT

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:  
Calderaro, et. al.

Serial No.: 09/895,886

Filed: June 29, 2001

Title: System and Method for  
Improved Personnel  
Compensation Planning  
Factors

\$ Group Art Unit: 3628  
\$ Confirmation No.: 7083  
\$ Examiner: Harbeck, Timothy M.  
\$  
\$ Attorney Docket No.  
\$ AUS920010236US1  
\$  
\$ IBM Corporation  
\$ Intellectual Property Law  
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\$ 11400 Burnet Road  
\$ Austin, Texas 78758

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Leslie A. Van Leeuwen 1/30/2006  
Date

RESPONSE TO OFFICE ACTION

Sir:

A. INTRODUCTORY COMMENTS

In response to the Office Action having a mailing date of October 31, 2005, with a three-month shortened statutory period for response set to expire on January 31, 2006, Applicants respectfully request reconsideration of the outstanding rejections and reexamination of the present application in light of the following remarks and amendments.

No extension of time is believed to be necessary. If, however, an extension of time is required, the extension is requested, and the undersigned hereby authorizes the Commissioner to charge any fees for this extension to Deposit Account No. 09-0447

Docket No. AUS920010236US1

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